



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

December 22, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of December 21, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, disciplinary actions have been taken against 508 KDMC employees. Of this number, 255 actions have resulted in discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or resigned.

Since our last report, we have closed no cases and have opened one additional case. As a result, our open caseload is currently 36 (detailed summary information is contained in Attachments I and II).

The new case involves neither a physician nor a nurse.

RECRUITMENTS

Nurse recruitment strategies for 2007 are being developed. Proactive and diverse outreach activities such as monthly RN Interview Days, college recruitments and job fairs are being planned.

To Enrich Lives Through Effective and Caring Service

Each Supervisor
December 22, 2006
Page 2

Due to the holidays, it is our intention to forego issuing our regular weekly KDMC Status Report until the week of January 8, 2007.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMC HR Status Report FINAL 122206

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 12/21/06

Dated: 12/21/2006

Closed Cases -	945
Open Cases -	36
Referred Cases -	13
Grand Total =	994

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	6	32	0	35	83
Discharges of Probationers	0	8	8	1	13	30
Suspensions (6 - 30 Days)	4	12	52	6	39	113
Suspensions (1 - 5 Days)	11	10	27	2	24	74
Reprimands	7	5	25	2	15	54
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	15	1	39	0	9	64
Medical Release	0	0	0	0	1	1
Subtotal	68	53	215	20	152	508

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	25	12	41	43	34	155
Total Actions Taken	93	65	256	63	186	663

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 12/21/06

Dated: 12/21/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	18	1	1	20
Release of Temporary Employee	15	0	0	15
Medical Release	0	0	0	0
Subtotal	58	9	1	68

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	23	1	1	25
Total Actions Taken	81	10	2	93